



# TGF Safety

helping **you** manage your risks

## What's New - April 2010

### Statement of Fitness for Work (Fit Note)

Evidence shows that work is generally good for your health and that often going back to work can actually aid a person's recovery. Absence from work can lead to instances of long-term absence, loss of employment, risk of isolation, loss of confidence, mental health issues, de-skilling and social exclusion.

The new Fit Note replaces the Sick Note system. It is the new form that your Medical Practitioner will give you when your ability to work may be hampered by a health issue that you may have.

The Fit Note allows your Medical Practitioner to discuss with you how your health condition may impact on your work. Once you have this information decisions can be made by your employer to assist in a reasonable strategy for your early return to work.

The Fit Note system will allow your Medical Practitioner to:

- Advise when you may be fit for work (this may be on light/restricted duties).
- Advise on ways to help you return to work.
- Advise on the nature of your illness and the effect that your work may have on it.

As with the previous Sick Note system the Fit Note can be used as evidence for why you cannot work due to health issues or injury. This will need to be presented to your Employer after seven (7) days of sickness.

The requirements for the payment of Statutory Sick Pay (SSP) have not changed.

Further details can be found on Directgov:


[www.direct.gov.uk/en/NI1/Newsroom/DG\\_184645](http://www.direct.gov.uk/en/NI1/Newsroom/DG_184645)


and the Department for Work and Pensions (DWP):

[www.dwp.gov.uk/docs/fit-note-employee-guide.pdf](http://www.dwp.gov.uk/docs/fit-note-employee-guide.pdf)

Please visit our Website to find out more about the **Health and Safety Services** we offer.

You may contact us as follows:

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